

APPENDIX 06

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Interviews

Conducting interviews with workers and/or employers is an integral part of the inspection process. You ask questions to determine the how the business operates in general and how it complies with specific pesticide laws and regulations.

Questions regarding the basic operation of the business inspected.

The following questions address the basic operation of a pesticide operation.

When interviewing employers ask:

1. Is the employer aware of any employee refusals?
 - Identify problems with handlers refusing to wear PPE, taking PPE home, following label directions, properly using application equipment, entering posted fields. If the employer identifies employee refusal as a problem, provide the employer with information on DPR's written workplace disciplinary policy. (See ENF 95 – 005) Try to determine the cause of the refusals and, if possible, provide advice on ways to address the problem. If you are informed of employee refusal problems, document this information in the Remarks section.
 - Identify problems with workers entering posted fields, or violating other restrictions.
2. Is the employer aware of any exposure incidents in the last year?
 - Identify who provides pesticide information to medical personnel/victim and who provides transportation to emergency medical facility in the event of an exposure incident.
 - Determine if there has been any exposure incidents (including drift), if yes, discuss details of incidents and examine records of incidents if available. Determine if the county has conducted an investigation on the incident. If not, consult your supervisor to determine if an investigation should be initiated.

When interviewing handlers or fieldworkers ask:

1. Is the employee aware of any exposure incidents in the last year?
 - Determine if the employee knows who provides pesticide information to medical personnel/victim and who provides transportation to emergency medical facility in the event of an exposure incident.
 - Determine if there has been any exposure incidents (including drift), if yes, discuss details of incidents and examine records of incidents if available. Determine if the county has conducted an investigation on the incident. If not, consult your supervisor to determine if an investigation should be initiated.
2. Does the employee receive notification when appropriate?
 - When working in a field that is within ¼ mile of a field where entry is restricted, who notifies the employee?
 - What is the method of notification? Document inadequate responses in the Remarks section.

If you receive complaints from an employee regarding any incidents of retaliation, inform the employee that the Department of Industrial Relations handle retaliation cases, Division of Labor Standards Enforcement (DLSE). Their Web site is located at <http://www.dir.ca.gov/DLSE/dlse.html>. Provide the employee with the telephone number and address of the nearest DLSE office.

Information regarding retaliation is CONFIDENTIAL. DO NOT document *any* information regarding retaliation on the inspection report or on any document that will be received by the employer. DO NOT discuss any information regarding retaliation with the employer. Inform your supervisor of any retaliation complaints. The CAC should inform the county's liaison senior of any retaliation complaints

Questions regarding specific inspection criteria

The following list provides examples of inspection criteria where interviews are necessary to determining compliance. The list is divided by inspection type and indicates the most appropriate person to interview regarding the regulation listed.

Pesticide Use Monitoring Inspection PR-ENF-104

<u>Criteria</u>	<u>Section</u>	<u>Interview</u>
Employee Contacted, Working Alone, Danger	6730	handler
Restricted material use supervised	6406	handler
Handler Trained	6724	handler

Fumigation Use Monitoring Inspection PR-ENF-106

<u>Criteria</u>	<u>Section</u>	<u>Interview</u>
Employee Contacted, Working Alone, Danger	6730	handler
Restricted material use supervised	6406	handler
Handler Trained	6724	handler
Accident Response plan	6780(d)	handler
Two trained employees	6784	handler

Fieldworker Safety Inspections PR-ENF – 103

<u>Criteria</u>	<u>Section</u>	<u>Interview</u>
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Hazard Communication A-9	6761	worker/employer
Field Worker Training	6764	worker/employer
Emergency Medical Care Knowledge	6766(b)	worker/employer
Field Entry After Pesticide Application	6770	worker/employer
Early Entry	6771	worker/employer
Posting Compliance	6776	worker/employer
Employer Provided/Employee Utilized PPE	6702(b, c)	worker/employer

Headquarter And Employee Safety Inspection PR-ENF – 109/110

<u>Criteria</u>	<u>Section</u>	<u>Interview</u>
Notice Prior to Application	6618	worker/ handler/employer
Application Completion Notice	6619	employer
Emergency Medical Care Planned	6726	employer
Application Specific Info	6723.1/ 6761.1	worker/ handler/employer
All Hazard Communication and Training Criteria		worker/ handler/employer 6723/ 6761/ 6724/ 6764